

Approaching LGBTQ Youth

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- Make your office a safe-space - [GLSEN Safe Space Kit](#)
- Assess your own personal beliefs & biases
- Educate yourself on LGBTQ terminology
- Be a visible Ally
 - Display LGBT materials; safe-space markers; spread the word
- Respond to Anti-LGBT language & behavior
- Educate students & teachers on how to be more supportive
- Access your school's capacity to meet the needs of their LGBTQ population and advocate for appropriate resources

Approaching LGBTQ Youth

- Understand that a student's experience with discrimination does not begin at your point of contact
 - They may have faced it from other professionals, their parents, their peers
 - Something may seem like a simple concern to you, but it can reinforce trauma from the student
- Confront your own bias against LGBTQ individuals & sexual health
 - Your students will be able to pick up on a change of tone and end communication
 - Everyone has personal bias, but ignoring this we risk our bias influencing our interactions with others

Approaching LGBTQ Youth

- The LGBTQ community will often use a variety of terms to describe their identity. LISTEN to the words they use and mirror their language
- Respect self-identification. You do not know know about their sexual or gender identity then they do.
- Do not assume that you can identify your LGBTQ students by appearances, experiences, or external characteristics
- Remember one's sexual & gender identity are only two aspects of their overall identity and life experience
- Create a standard approach to all students which inquires about their sexual & gender identity in a safe, stigma free way

Approaching LGBTQ Youth

- Gender Neutral Language
 - When greeting one or a group avoid terms which denote gender (guys, girls, ladies and gentlemen, etc.)
 - Try using folks, everyone, you, all, etc.
 - Removes assumption of one's gender and respects all gender identities
- Pronouns
 - You cannot always know someone's pronouns by looking at them
 - Asking a student their pronouns and properly using them can go a long way in building trust and acknowledging one's gender identity
 - Referring to someone with the wrong pronouns is disrespectful, and makes them feel invalidated, dismissed, alienated or dysphoric
 - Include your own pronouns when appropriate (email signatures, website, or materials)

Approaching LGBTQ Youth

- Pronouns

- Gender Binary Pronouns

- He/Him/His Male
 - She/Her/Hers Female

- Non-Binary Pronouns

- They/Them/Theirs Plural or Singular
 - Ze/zie/Xe Replaces he/she/they Pronounced: Zee
 - Hir/Hirs her/hers, him/his, or them/theirs Pronounced: Here
 - Some prefer to simply use their name rather than apply a pronoun

- Make asking pronouns standard

- It's okay to make a mistake, apologize and learn from it

Approaching LGBTQ Youth

- Approach discussions with a sex-positive approach
 - Ask your students about sexual histories
 - Evaluate your bias on teen sexuality
 - Facial expressions can inhibit all future conversations
 - Provide appropriate materials & testing information
 - If your school allows it, provide condoms to students who need them
 - Normalize conversations around sex and safer sex practices
- Pre-Exposure Prophylaxis (PrEP)
 - For those at high risk for HIV infection PrEP is a daily pill which reduces HIV infections.
 - Require regular doctor visits
 - Difficult to prescribe with confidentiality from parents

Agencies & Support in Monmouth County

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- Visiting Nurse Association of Central Jersey www.prnvnacj.org
 - VNACJ LGBTQ Health and Wellness Center - 1301 Main St. Asbury Park, NJ
 - Culturally competent primary care
 - Hormone therapy
 - SDI testing
 - Referrals for culturally competent specialists
 - VNACJ's Prevention Resource Network - 816 Sunset Ave. Asbury Park, NJ
 - Rapid HIV & Syphilis testing
 - PrEP Counseling
 - Syringe Access Center
 - Project REAL - 805 4th Ave. Asbury Park, NJ
 - Drop in Center for LGBTQ 18-29
 - Trans Time 1st & 3rd Wednesdays for 13+
 - Quarterly Open Mic & Writing Workshop for 13+

Agencies & Support in Monmouth County

- Jersey Shore Medical Center STI Testing
 - 1828 West Lake Ave. Suite 203, Neptune NJ 07753 732-869-5740
 - Free Testing & Treatment for 13+ Monmouth County Residents
 - Chlamydia, Gonorrhea, Syphilis, HIV testing
 - Tuesdays from 4:00-5:45pm
 - First come, first serve. 3:45 arrival recommended
 - [Jersey Shore STI Testing](#)
- 2nd Floor Youth Hotline
 - 888-222-2228 24/7 Youth Hotline
 - Common topics: cyberbullying, dating abuse, mental health, sex & sexuality
 - <https://www.2ndfloor.org>

Agencies & Support in Monmouth County

- GLSEN (Gay, Lesbian, & Straight Education Network)
 - Contact: CNJ@njglsen.org
 - Works with schools to ensure LGBTQ students are able to learn and grow in an environment free of bullying and harassment
 - National School Climate Survey Summary:
- PFLAG (Parents & Friends of Lesbians and Gays)
 - Support group for families & friends
 - LGBTQ - 36 Washington St. Toms River, NJ 2nd Wednesday of the month
 - Transgender - 352 Sycamore Ave. Shrewsbury, NJ 3rd Monday of the month
 - <http://pflagjerseyshore.org>

Agencies & Support in Monmouth County

- The Pride Center - Middlesex County
 - Offer a myriad of groups and events for the LGBTQ community of all ages
 - Youth Saturdays
 - 2nd & 4th Saturdays
 - Exclusively for those 20 and under
 - Social & supportive
 - www.pridecenter.org
- Garden State Equality
 - Teach & Affirm: Students in NJ
 - Needs Assessments
 - Policy Assistance
 - Professional Development Trainings
 - Curriculum Workshops
 - www.gardenstateequality.org

Online Resources

- [GLSEN Elementary School Climate](#)
- [2017 School Climate Summary](#)
- [2017 GLSEN School Climate FULL](#)
- [Fenway: National LGBT Health Education Center](#)
 - [Fenway: LGBTQ Webinars](#)

Thank you for having us!

Michael Zito-Govert, APN: Michael.Zito-Gover@vnahg.org

Eric Wuethrich, BA: Eric.Wuethrich@vnahg.org

www.PRNVNACJ.org